

~~ADMINISTRATIVE—INTERNAL USE ONLY~~

## BASIC TENETS OF THE OFFICE OF LOGISTICS PERSONNEL POLICY

- The primary goal of the Office of Logistics (OL) is to make its career service the best in the Agency—consequently, employees come *first*.
- In order to achieve the most effective career service, OL employees are encouraged to involve themselves, to the maximum extent possible, in the overall goals of the career service.
- A maximum effort is made to create career opportunities for all OL employees.
- OL employees are their own career managers and they must actively participate in their career development.
- OL employees' assignment preferences weigh *heavily* in the assignment process.
- The Logistics Career Board (LCB) actively seeks opportunities for officers, GS-13 and above, to serve in rotational assignments outside of their functional disciplines (provided, of course, that the employee is amenable to the assignment).
- We will exploit *every* opportunity to place qualified employees in rotational assignments outside of the Logistics Career Service.
- With very few exceptions, *all* OL professional and technical positions are "rotatable," i.e., can be filled by any OL career subgroup employee.
- We encourage officers from other career services to be assigned to OL on a rotational basis.
- The Office satisfies external component requirements *before* internal requirements.
- OL overseas PCS positions may be filled by anyone from any OL career discipline.
- There is no such thing as an "automatic promotion" in OL.
- All officers promoted to GS-14/15 should be capable of filling most managerial positions within the Office.
- All officers promoted to the SIS ranks should be capable of serving in most managerial positions within the DA.
- No limit is to be imposed on training opportunities for OL personnel.
- A personal emergency represents the only valid reason to forego training.
- All panel deliberations, LCB meetings, and career counseling sessions are held in strictest confidence.
- A truly open-door policy is encouraged at all levels within OL; free, open communications are essential for effective personnel management.

— DIRECTOR OF LOGISTICS

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